DOCUMENT RESUME

ED 371 691 HE 027 533

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TITLE	The Characteristics of Faculty in Comprehensive Institutions: New England Comprehensive Universities Academic Labor Market Study. Working Paper #10.
INSTITUTION	Massachusetts Univ., Boston. New England Resource Center for Higher Education.
SPONS AGENCY	Andrew W. Mellon Foundation, New York, N.Y.; Pew Charitable Trusts, Philadelphia, PA.
PUB DATE	Mar 92
NOTE	60p.
PUB TYPE	Reports - Research/Technical (143)
EDRS PRICE	MF01/PC03 Plus Postage.
DESCRIPTORS	Age; *College Faculty; Colleges; Ethnicity; Faculty Mobility; Faculty Publishing; Faculty Workload; Full Time Faculty; Higher Education; Income; Job Satisfaction; Part Time Faculty; Salaries; Sex; Teacher Attitudes; *Teacher Characteristics; *Teacher Role; Tenure; Tenured Faculty; Time Management; *Universities; *Work Environment
IDENTIFIERS	*Comprehensive Universities

ABSTRACT

This paper compares the characteristics of faculty in comprehensive institutions of higher education with those of faculty in other college and university categories. The paper summarizes demographic features, working conditions, satisfaction and participation in academic work organizations, mobility and careers, and attitudes and orientations toward the profession and its organization. Study findings are detailed in 25 tables which display data on: (1) distribution of regular faculty by tenure status; (2) distribution of full-time and part-time regular faculty by institutional category; (3) age, gender, ethnicity, and mean income of full-time and part-time regular faculty by institution category; (4) average number of hours per week devoted to classroom teaching, by institution category; (5) orientation toward research or teaching; (6) percentage of time allocated to teaching, research, and administration by full-time and part-time regular faculty, by institution category; (7) relation of publication and number of publications to achieving tenure; (8) percentage of full-time regular faculty satisfied with their jobs, by institution category; (9) basic skills of undergraduates, by institution category; (10) quality of life, by institution category; (11) rating of administration; (12) choosing teaching as a profession; and (13) developments in respondents' disciplines. (JDD)

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ED 371 691

New England Resource Center *for* Higher Education

Working Paper #10

The Characteristics of Faculty in Comprehensive Institutions

Ted I. K. Youn

March 1992

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The Characteristics of Faculty

in

Comprehensive Institutions

New England Comprehensive Universities

Academic Labor Market Study*

***This study was funded by the Pew Charitable Trusts and the Andrew W. Mellon Foundation.** Members of the project team are: Dorothy E. Finnegan, Oklahoma State University; Zelda F. Gamson, University of Massachusetts at Boston; Robert Ross, Harvard University; and Ted I.K. Youn, Boston College.

Introduction

This paper compares the characteristics of faculty in comprehensive institutions with those of faculty in other college and university categories as identified by the Carnegie Foundation. Its 1987 Carnegie Classification[1] groups institutions on the basis of level of degree offered -- prebaccalaureate to doctorate -- and the comprehensiveness of their mission. Public and private institutions are included in each category.

This paper will summarize demographic features, working conditions, satisfaction and participation in academic work organizations, mobility and careers, and attitudes and orientations toward the profession and its organization.

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1. Research Universities offer a full range of baccalaureate programs, are committed to graduate education through the doctoral degree, and give high priority to research. They receive between $12.5 million and $33.5 million in federal support and award at least 50 Ph.D. degrees annually.

Doctorate Granting Universities In addition to their baccalaureate programs, these institutions provide graduate education through the doctoral degree. They annually award between twenty and forty doctoral degrees in at least one discipline.

Comprehensive Universities and Colleges offer baccalaureate programs including graduate education through the master's degree. More than half their degrees are awarded in two or more occupational or professional disciplines such as engineering and business administration.

Liberal Arts Colleges are primarily undergraduate institutions that award more than half their baccalaureate degrees in the arts and sciences.

Two-year Colleges offer certificate or degree programs through the Associate in Arts level.

I. Demographic Characteristics

A 1978 U.S. Department of Education faculty survey reveals a total of 658,793 regular faculty in American universities and colleges (See Table 1), double the 1960 number. Seventy-four percent of the overall figure were full-time and 26 percent were part-time. In 1960, only 21 percent of regular faculty had part-time appointments (Table 1).

Comprehensive institutions, which employ 26 percent of all full-time academics in American higher education, are second only to research universities, which employ the largest number. Full-time faculty in public comprehensive institutions represent twice the number of those in private comprehensive institutions (Table 2).

Among four-year institutions of higher education, the largest number of part-timers -- 18 percent of the total -- are employed by comprehensive colleges and universities (Table 3).

Male faculty made up 73 percent of full-time faculty at all institutions. In comprehensive institutions the ratio of men to women was 73:27. However, the ratio of male to female part-timers in comprehensive institutions was a more nearly equitable 56:44 (Table 4).

Across all institutions, whites accounted for 89 percent of full-time and 90 percent of part-time faculty. Representation of ethnic groups among either full and part-time faculty generally did not differ for the various categories of institutions (Tables 5,6).

Sixty percent of full-time faculty at all institutions were tenured, 22 percent were on tenure track but untenured, and 10 percent were not on tenure track.

More tenured faculty were found in public than in private comprehensive institutions, while the numbers of untenured and those not on tenure track were slightly larger in the private comprehensives (Table 7).

The mean age of full-time faculty in all institutions was forty-seven, with no significant difference among the various categories. Public comprehensive institutions

employed a slightly larger number than private comprehensives of full-time faculty in the age group of forty-five and older (Table 8). For part-time faculty, the numbers were almost reversed. More than 60 percent of part-timers in public institutions were under forty-four, while 52 percent in private comprehensives were over forty-five (Table 9).

II. Working Conditions and Rewards

The average basic salary for full-time faculty at all institutions was $39,439 in 1987. Their basic salary plus other institutional and consulting income averaged $48,701.

Faculty in private comprehensive institutions earned more from consulting and other residual sources than those in public comprehensives (Table 10). As Table 11 shows part-time faculty employed at private institutions earned higher incomes on average. But faculty in private comprehensives received lower than average amounts of other income from their institutions.

Full-time faculty in comprehensives, public and private, averaged a substantially higher percentage of time per week in teaching (Table 12) and fewer hours per week at their institutions (Table 14), compared to those in research and doctoral institutions. Among part-timers in comprehensive institutions, the percentage of time spent in teaching is the largest of all professional activities (Table 15).

A majority of faculty in comprehensive institutions indicated their commitment to teaching (Table 13) and reported that they spent more than half their weekly working hours in teaching (Table 14). Nevertheless, there was substantial agreement among American faculty (except for those in two-year colleges) that research and publication are critical to achieving tenure (Table 16).

In comprehensive institutions, faculty displayed an impressive degree of interest in teaching; 77 percent spent between five and twenty hours a week in teaching undergraduate courses.

At the same time, they were convinced that production of publications was vital to their advancement (Tables 16, 17). There was a tug of war between their commitment to

teaching and increased pressure to recognize the importance of scholarship. While faculty at comprehensive institutions spent only one-sixth of their time each week in research, many believed that they were engaged in work that they expected would lead to publication (Table 18). Even among those who were leaning toward teaching, a substantial proportion reported that they were engaged in activities that led to publications. Sixty percent in comprehensive institutions reported such activities (Table 19). The incongruity between perceived reward and personal interest is puzzling. It appears that an appropriate balance between teaching and research had yet to be achieved in comprehensive institutions.

III. Satisfaction and Participation

With regard to such job-related issues as the quality of life at the institution, autonomy, and work load, a majority of full-time faculty were at least somewhat satisfied with their jobs. Compared to the percentages for all full-time faculty, faculty at public comprehensive institutions show they were least likely to be satisfied with various aspects of their jobs. Only a small population of faculty in these institutions were satisfied with the support they received for teaching and research and their authority to make decisions about the content of their courses. A smaller number of faculty in public comprehensives than those in all other groups were satisfied with their work load (Table 20).

IV. Orientation/Attitudes toward the Profession and the Institution

While the majority of faculty in comprehensive institutions were interested in teaching, they were not necessarily satisfied with the quality of their undergraduates (Table 21). Many expressed concern over the lack of basic skills of their students.

Although many faculty at comprehensives were far more concerned than other groups with the deteriorating quality of life at their institutions (Table 22) and the declining quality of institutional leadership (Table 23), 75 percent felt that if they had it to do again they would still choose the teaching profession (Table 24).

Even though the majority of faculty in comprehensive institutions were committed to teaching and service, more than 75 percent were aware of exciting changes taking place and seemed optimistic about the state of their academic disciplines (Table 25).

Summary

Faculty in comprehensive institutions represent the second largest number in higher education. One out of five faculty members hold part-time status. They are predominantly white and more than half are male. Faculty in comprehensives spend a substantial amount of time in teaching each week. While they are committed to teaching, they are increasingly pressured to publish, especially if they are to achieve tenure. There appears to be a substantial diversity of views regarding their own institutions among comprehensive faculty, although the vast majority share a deep commitment to their disciplines and to the teaching profession.

TABLE 1

Distribution of all Regular Faculty* by Tenure Status Type
Fall 1987

Tenure Status	Full time*	Percent	Part time	Percent	Total	Percent
	489,163	74	175,688	26	664,851	100
Non-Tenure track	88,049	18	166,904	95	254,953	38
On-tenure track/untenured	107,616	22	3,513	2	111,129	17
Tenured	293,498	60	5,271	3	298,769	45
All		100		100		100

*Regular Faculty: Excluding acting, affiliate, adjunct, or visiting faculty.

Source: 1988 National Survey of Postsecondary Faculty (NSOPF-88), National Center for Education Statistics, U.S. Department of Education, 1990.

TABLE 2

Distribution of Full-time Regular Faculty* in Higher Education by Institutional Category
Fall 1987

Institution Category		Percent
Public Research	96,228	28
Private Research	39,136	
Public Doctorate Granting	53,871	16
Private Doctorate Granting	22,107	
Public Comprehensive	93,144	26
Private Comprehensive	35,160	
Liberal Arts	39,086	7
Two-year College**	91,559	19
Others	14,767	3
All	485,069	100

*Regular Faculty: Excluding acting, affiliate, adjunct, or visiting faculty.
**Includes only public two-year colleges.

Source: 1988 National Survey of Postsecondary Faculty (NSOPF-88), National Center for Education Statistics, U.S. Department of Education, 1990.

TABLE 3

Distribution of Part-time Regular Faculty* by Category
Fall 1987

Institution Category		Percent
Public Research	10,163	10.6
Private Research	8,466	
Public Doctorate Granting	7,403	10.2
Private Doctorate Granting	10,428	
Public Comprehensive	21,659	17.6
Private Comprehensive	9,842	
Liberal Arts	12,917	8.0
Two-year College**	80,814	46.0
Others	12,032	6.8
All	173,724	100.0

*Regular Faculty: Excluding acting, affiliate, adjunct, or visiting faculty.

**Includes only public two-year colleges.

Source: 1988 National Survey of Postsecondary Faculty (NSOPF-88), National Center for Education Statistics, U.S. Department of Education, 1990.

TABLE 4

Gender of Full and Part-time Regular Faculty*
Fall 1987

Institution Category	Full-time	Male %	Female %	Part-time	Male %	Female %
Public Research	96,228	79	21	10,163	67	33
Private Research	39,136	81	19	8,466	58	42
Public Doctorate Granting	53,871	76	24	7,403	33	67
Private Doctorate Granting	22,107	73	27	10,428	82	18
Public Comprehensive	93,144	71	29	21,659	50	50
Private Comprehensive	35,160	72	28	9,842	49	51
Liberal Arts	39,086	71	29	12,917	39	61
Two-year College**	91,559	62	38	80,814	58	42
Others	14,778	79	21	12,032	69	31
All	485,069	73	27	173,724	56	44

*Regular Faculty: Excluding acting, affiliate, adjunct, or visiting faculty.
**Includes only public two-year colleges.

Source: 1988 National Survey of Postsecondary Faculty (NSOPF-88), National Center for Education Statistics, U.S. Department of Education, 1990.

TABLE 5

Ethnicity of Full-time Regular Faculty*
Fall 1987

Institution Category	Number	American Indian Percent	Asian Percent	Black Percent	Hispanic Percent	White Percent
Public Research	96,228	1	5	2	2	90
Private Research	39,136	0	4	6	5	85
Public Doctorate Granting	53,871	1	5	2	1	91
Private Doctorate Granting	22,107	1	10	2	1	86
Public Comprehensive	93,144	1	6	4	2	88
Private Comprehensive	35,160	1	4	2	1	91
Liberal Arts	39,086	1	3	8	1	87
Two-year College**	91,559	1	2	3	3	91
Other	14,778	0	1	3	1	95
All	485,069	1	4	3	2	89

*Regular Faculty: Excluding acting, affiliate, adjunct, or visiting faculty.
**Includes only public two-year colleges.

Source: 1988 National Survey of Postsecondary Faculty (NSOPF-88), National Center for Education Statistics, U.S. Department of Education, 1990.

TABLE 6

Ethnicity of Part-time/Regular* Faculty

Institution Category	Number	American Indian Percent	Asian Percent	Black Percent	Hispanic Percent	White Percent
Public Research	10,163	1	0	1	0	98
Private Research	8,466	2	2	12	2	83
Public Doctorate Granting	7,403	1	0	1	2	96
Private Doctorate Granting	10,428	0	16	0	7	77
Public Comprehensive	21,659	4	9	2	1	84
Private Comprehensive	9,842	0	1	0	3	97
Liberal Arts	12,917	1	0	15	2	82
Two-year College**	80,814	1	2	3	2	91
Other	12,032	0	1	1	0	98
All	173,724	1	3	4	2	90

*Regular Faculty: Excluding acting, affiliate, adjunct, or visiting faculty.
**Includes only public two-year colleges.

Source: 1988 National Survey of Postsecondary Faculty (NSOPF-88), National Center for Education Statistics, U.S. Department of Education, 1990.

TABLE 7

Distribution of Full-time Regular Faculty* by Tenure Status
Fall 1987

Institution Category	Full Time Regular Number	No Tenure System Percent	Not on Tenure Track Percent	On Tenure Track Percent	Tenured Percent
Public Research	96,228	1	10	20	69
Private Research	39,136	2	13	31	54
Public Doctorate Granting	53,871	0	13	27	59
Private Doctorate Granting	22,107	16	8	29	48
Public Comprehensive	93,144	1	10	23	66
Private Comprehensive	35,160	3	12	30	55
Liberal Arts	39,086	13	11	25	51
Two-year College**	91,559	25	5	9	60
Others	14,778	38	8	18	36
All	485,069	9	10	22	60

*Regular Faculty: Excluding acting, affiliate, adjunct, or visiting faculty.
**Includes only public two-year colleges.

Source: 1988 National Survey of Postsecondary Faculty (NSOPF-88), National Center for Education Statistics, U.S. Department of Education, 1990.

TABLE 8

Age of Full-time Regular Faculty*

Institution Category	Total Full-time Faculty	≤30 Percent	30-44 Percent	45-54 Percent	55-64 Percent	≥65 Percent	Mean Age
Public Research	96,228	1	39	33	24	3	48
Private Research	39,136	1	51	27	18	3	46
Public Doctorate Granting	53,871	2	40	33	21	4	47
Private Doctorate Granting	22,107	1	45	27	14	13	47
Public Comprehensive	93,144	2	36	37	23	3	48
Private Comprehensive	35,160	2	41	35	17	5	47
Liberal Arts	39,086	2	43	30	22	4	47
Two-year College**	91,559	2	36	39	20	3	48
Others	14,778	1	40	34	21	4	48
All	485,069	2	40	34	21	4	47

*Regular Faculty: Excluding acting, affiliate, adjunct, or visiting faculty.
**Includes only public two-year colleges

Source: 1988 National Survey of Postsecondary Faculty (NSOPF-88), National Center for Education Statistics, U.S. Department of Education, 1990.

TABLE 9

Age of Part-time Regular Faculty*
Fall 1987

Institution Category	Total Part-time Faculty	≤30 Percent	30-44 Percent	45-5 Percent	55-64 Percent	≥65 Percent	Mean Age
Public Research	10,163	5	44	16	21	14	47
Private Research	8,466	10	43	30	11	6	46
Public Doctorate Granting	7,403	5	60	20	11	4	42
Private Doctorate Granting	10,428	0	52	39	8	2	45
Public Comprehensive	21,659	6	54	24	12	4	44
Private Comprehensive	9,842	10	37	22	18	13	47
Liberal Arts	12,917	2	39	30	15	12	49
Two-year College**	80,814	4	57	24	12	3	44
Others	12,032	10	51	28	7	4	43
All	173,724	5	52	25	13	5	44

*Regular Faculty: Excluding acting, affiliate, adjunct, or visiting faculty.
**Includes only public two-year colleges

Source: 1988 National Survey of Postsecondary Faculty (NSOPF-88), National Center for Education Statistics, U.S. Department of Education, 1990.

TABLE 10

Mean Income for Full-time Regular Faculty* by Source of Income
Fall 1987

Institution Category		Total Earned Income	Basic Salary	Other Income from Inst	Consulting Income	Other Income
Public Research		$58,309	$47,780	$4,415	$3,962	$2,154
Private Research		74,732	52,709	9,715	7,011	5,297
Public Doctorate Granting		55,511	43,636	3,679	6,433	1,763
Private Doctorate Granting		55,715	47,105	2,037	5,227	1,346
Public Comprehensive		42,965	36,830	2,505	1,918	1,712
Private Comprehensive		42,210	32,030	2,514	4,483	3,183
Liberal Arts		32,740	28,769	1,586	916	1,469
Two-year College**		38,539	32,470	2,943	691	2,435
Others		43,618	33,476	2,856	3,455	3,830
All	485,069	$48,701	$39,439	$3,588	$3,285	$2,389

*Regular Faculty: Excluding acting, affiliate, adjunct, or visiting faculty.
**Includes only public two-year colleges

Source: 1988 National Survey of Postsecondary Faculty (NSOPF-88), National Center for Education Statistics, U.S. Department of Education, 1990.

TABLE 11

Mean Income for Part-time Regular Faculty* by Source of Income
Fall 1987

Institution Category		Total Earned Income	Basic Salary	Other Income from Inst	Consulting Income	Other Income
Public Research		$40,478	$16,193	$905	$8,730	$14,650
Private Research		65,449	11,365	272	6,465	47,345
Public Doctorate Granting		34,002	8,749	661	6,884	17,708
Private Doctorate Granting		65,764	10,858	869	26,681	27,355
Public Comprehensive		29,153	7,662	412	6,158	14,920
Private Comprehensive		31,207	5,079	200	4,153	21,755
Liberal Arts		24,242	5,807	520	3,308	14,606
Two-year College**		28,131	4,465	428	4,352	18,886
Others		39,960	8,004	294	3,954	27,708
All	173,724	$33,841	$6,829	$465	$6,241	$20,306

*Regular Faculty: Excluding acting, affiliate, adjunct, or visiting faculty.
**Includes only public two-year colleges

Source: 1988 National Survey of Postsecondary Faculty (NSOPF-88), National Center for Education Statistics, U.S. Department of Education, 1990.

TABLE 12

Average Number of Hours per Week
Devoted to Classroom Teaching of Undergraduate Courses

Institution Category	None	1-4	5-10	11-20	Over 20	Total Respondants
Research	26	35	30	8	1	1,250
Doctorate Granting	14	24	41	19	2	1,286
Comprehensive	8	12	41	36	2	1,179
Liberal Arts	3	13	43	38	3	1,100
Two-year College	1	14	43	40	4	474
All	14	21	38	25	2	5,289

Source: Carnegie Foundation for the Advancement of Teaching, National Survey of Faculty, 1989.

TABLE 13

Orientation Toward Research or Teaching

"Do your interests lie primarily in research or teaching?"

Institution Category	Primarily Research	Leaning toward Research	Leaning toward Teaching	Primarily Teaching	Total Respondants
Research	18	48	25	10	1,249
Doctorate Granting	8	37	34	21	1,286
Comprehensive	3	20	38	39	1,179
Liberal Arts	2	14	35	49	1,115
Two-year College	1	6	16	77	473
All	6	23	27	44	5,302

Source: Carnegie Foundation for the Advancement of Teaching, National Survey of Faculty, 1989.

TABLE 14

Percentage of Time Allocated to Teaching, Research, and Administration by Full-time Regular Faculty*

Institution Category	Teaching	Research	Administration	Other	Mean Hours at Institution
Public Research	43	29	14	14	52
Private Research	40	30	14	16	50
Public Doctorate Granting	47	22	14	17	49
Private Doctorate Granting	39	27	13	20	46
Public Comprehensive	62	11	13	14	46
Private Comprehensive	62	9	14	15	44
Liberal Arts	65	8	14	13	47
Two-year College**	71	3	10	15	40
Others	59	9	15	17	43
All	56	16	13	15	46

*Excluding acting, affiliate, adjunct, or visiting faculty.
**Includes only public two-year colleges

Source: 1988 National Survey of Postsecondary Faculty (NSOPF-88), National Center for Education Statistics, U.S. Department of Education, 1990.

TABLE 15

Percentage of Time Allocated to Teaching, Research, and Administration for Part-time Regular Faculty*

Institution Category	Teaching	Research	Administration	Other	Mean Hours at Institution
Public Research	49	9	8	35	24
Private Research	40	11	7	42	15
Public Doctorate Granting	52	9	5	34	21
Private Doctorate Granting	41	3	5	51	15
Public Comprehensive	63	5	3	29	17
Private Comprehensive	56	2	3	32	11
Liberal Arts	62	4	3	32	15
Two-year College**	67	2	3	29	12
Others	41	2	2	55	11
All	59	4	4	34	14

*Excluding acting, affiliate, adjunct, or visiting faculty.
**Includes only public two-year colleges

Source: 1988 National Survey of Postsecondary Faculty (NSOPF-88), National Center for Education Statistics, U.S. Department of Education, 1990.

TABLE 16

Relation of Publication to Achieving Tenure

"In my department it is difficult to achieve tenure without publishing."

Institution Category	Agree	Neutral	Disagree	Total
Research	93	2	5	1,247
Doctorate Granting	88	3	9	1,243
Comprehensive	53	9	38	1,184
Liberal Arts	52	10	38	1,052
Two-year College	6	19	75	480
All Faculty	54	9	37	5,206

Source: Carnegie Foundation for the Advancement of Teaching, National Survey of Faculty, 1989.

TABLE 17

Number of Publications and Tenure

"How important is publication to achieving tenure in your department?"

Institution Category	Very Impt.	Fairly Impt.	Fairly Unimpt.	Very Unimpt.	No Ans.	Total
Research	56	38	4	1	1	1,244
Doctorate Granting	54	36	7	2	1	1,283
Comprehensive	29	42	16	10	3	1,174
Liberal Arts	8	32	31	23	6	955
Two-year College	2	8	19	54	17	471
All Faculty	28	29	14	22	7	5,127

Source: Carnegie Foundation for the Advancement of Teaching, National Survey of Faculty, 1989.

TABLE 18

Scholarly Work and Publication

"Are you currently engaged in scholarly work that you expect will lead to publication?"

Institution Category	Yes	No	Total
Research	95	5	1,252
Doctorate Granting	88	12	1,295
Comprehensive	75	25	1,187
Liberal Arts	68	32	1,072
Two -year College	32	68	483
All Faculty	66	34	5,289

Source: Carnegie Foundation for the Advancement of Teaching, National Survey of Faculty, 1989.

TABLE 19

Teaching-oriented Faculty Attitudes toward Publication

"Do you expect your research to lead to publication?"

Institution Category	Yes	No	Total
Research	96	4	1,240
Doctorate Granting	86	14	1,206
Comprehensive	62	38	1,160
Liberal Arts	49	51	989
Two-year College	16	84	401
All Faculty	60	40	4,996

Source: Carnegie Foundation for the Advancement of Teaching, National Survey of Faculty, 1989.

TABLE 20

Percentage of Full-time Regular Faculty* Satisfied with Their Jobs**

Institution Category	(1) Institutional Mission	(2) Autonomy	(3) Opportunity for Advancement	(4) My Salary	(5) Research Facilities	(6) Research Assistance
Public Research	68.7	78.5	72.0	59.9	65.3	59.7
Private Research	78.7	81.4	73.3	59.5	68.5	65.8
Public Doctorate Granting	65.1	72.4	69.0	53.6	54.0	48.9
Private Doctorate Granting	77.5	81.6	74.0	57.9	64.8	53.5
Public Comprehensive	67.9	73.9	63.9	56.2	37.5	36.3
Private Comprehensive	81.0	76.0	71.8	48.9	43.0	43.2
Liberal Arts	84.8	79.4	74.4	53.5	51.6	45.7
Two-year College***	81.6	70.2	64.3	66.1	53.3	44.1
Others	76.0	76.4	73.6	57.6	47.0	41.4
All	74.4	75.6	69.1	58.2	53.6	50.1

*Excluding acting, affiliate, adjunct, or visiting faculty .
**Percentage who said "Somewhat satisfied," or "Very satisfied." Responses were based on a four-point scale of "Very dissatisfied," "Somewhat dissatisfied," "Somewhat satisfied," and "Very satisfied."
***Includes only public two-year colleges

Institution Category	(7) Autonomy Course Content	(8) Work Load	(9) Institutional Reputation	(10) Job Security	(11) Job Overall
Public Research	95.0	76.1	81.0	87.1	85.0
Private Research	96.0	78.7	90.0	78.8	88.2
Public Doctorate Granting	94.0	71.2	68.6	81.4	81.8
Private Doctorate Granting	99.0	80.5	80.3	81.3	85.8
Public Comprehensive	95.0	64.8	69.0	83.8	81.7
Private Comprehensive	96.0	66.8	74.0	84.3	84.2
Liberal Arts	97.0	63.8	78.0	82.2	84.8
Two-year College***	96.0	78.9	81.8	87.2	90.3
Others	98.0	75.8	76.3	79.1	85.2
All	96.0	72.8	77.5	84.0	85.2

*Excluding acting, affiliate, adjunct, or visiting faculty.
**Percentage who said "Somewhat satisfied," or "Very satisfied." Responses were based on a four-point scale of "Very dissatisfied," "Somewhat dissatisfied," "Somewhat satisfied," and "Very satisfied."
***Includes only public two-year colleges

Source: 1988 National Survey of Postsecondary Faculty (NSOPF-88), National Center for Education Statistics, U.S. Department of Education, 1990.

TABLE 21

Basic Skills of Undergraduates

"The undergraduates with whom I have close contact are seriously underprepared in basic skills."

Institution Category	Agree	Neutral	Disagree	Total Respondants
Research	68	13	18	1,201
Doctorate Granting	70	10	19	1,101
Comprehensive	74	10	18	1,169
Liberal Arts	69	8	28	989
Two-year College	85	7	8	411
All Faculty	75	9	15	4,971

Source: Carnegie Foundation for the Advancement of Teaching, National Survey of Faculty, 1989.

TABLE 22

The Quality of Life at Your Institution

"How would you rate the quality of life at your institution?"

Institution Category	Excellent	Good	Fair	Poor	Total Respondants
Research	11	39	35	15	1,255
Doctorate Granting	5	35	42	18	1,291
Comprehensive	5	31	44	20	1,197
Liberal Arts	16	42	31	10	1,135
Two-year College	10	40	35	14	504
All Faculty	9	36	38	15	5,382

Source: Carnegie Foundation for the Advancement of Teaching, National Survey of Faculty, 1989.

TABLE 23

Rating the Administration at Your Institution

"How would you rate the administration at your institution?"

Institution Category	Excellent	Good	Fair	Poor	Total Respondants
Research	4	24	39	34	1,250
Doctorate Granting	4	26	36	34	1,290
Comprehensive	4	28	34	33	1,190
Liberal Arts	9	38	33	20	1,135
Two-year College	9	36	34	21	504
All Faculty	6	30	35	29	5,369

Source: Carnegie Foundation for the Advancement of Teaching, National Survey of Faculty, 1989.

TABLE 24

Choosing the Teaching Profession

"If I had it to do over again
I would NOT become a college teacher"

Institution Category	Agree	Neutral	Disagree	Total
Research	14	11	75	1,216
Doctorate Granting	16	10	74	1,290
Comprehensive	17	7	75	1,195
Liberal Arts	14	8	78	1,135
Two-year College	13	8	79	506
All Faculty	15	9	77	5,342

Source: Carnegie Foundation for the Advancement of Teaching, National Survey of Faculty, 1989.

TABLE 25

Development in my Discipline

"Exciting developments are now taking place in my discipline."

Institution Category	Agree	Neutral	Disagree	Total
Research	77	11	11	1,257
Doctorate Granting	78	13	9	1,292
Comprehensive	77	12	11	1,191
Liberal Arts	76	14	10	1,133
Two-year College	76	11	13	503
All Faculty	77	12	12	5,376

Source: Carnegie Foundation for the Advancement of Teaching, National Survey of Faculty, 1989.